

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of: Friedlander et al. : Date: May 4, 2001

Serial Number: Concurrent : Group Art Unit: Unknown

Filed: Concurrent : Examiner: Unknown

Title: SYSTEM AND METHOD FOR : IBM CORPORATION
IMPLEMENTING TECHNICAL : John Pivnichny, PhD.
CHANGE IN AN ORGANIZATION : IPLaw N50/040-4
HAVING MULTIPLE HIERARCHIES : 1701 North Street
: Endicott, NY 13760-5553

#2
PB-7501
JC825 U.S. PTO
09/849291
05/04/01

INFORMATION DISCLOSURE STATEMENT (IDS) UNDER 37 CFR 1.97

Commissioner For Patents
Washington, D. C. 20231

Dear Sir:

The attached Form PTO-1449, and any attached foreign patent office search report, provides a listing of information which may be relevant to the subject application. This IDS is not intended as a representation that better art is not available, nor that the information provided is prior art.

This IDS is submitted under:

X 37 CFR 1.97(b) - No Fee.

37 CFR 1.97(c) - No Fee. Each item of information contained in this information disclosure statement was cited in a communication from a foreign patent office in a counterpart foreign application. This communication is dated , which is not more than 3 months prior to the mailing of this statement.

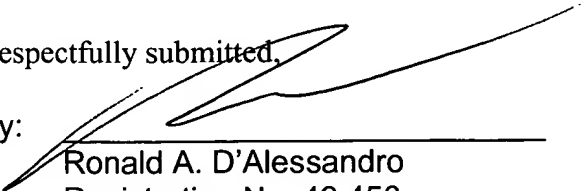
37 CFR 1.97(c) - Fee.

37 CFR 1.97(d) - Fee, Certification & Petition.

The Commissioner is authorized to charge payments of any associated fees required under 37 CFR 1.17(p) and (i) (1) to Deposit Account No. 09-0457(IBM).

Respectfully submitted,

By:


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INFORMATION DISCLOSURE CITATION

(Use several sheets if necessary)

Docket Number (Optional)

BLD9 2001 0003US1

Application Number

Applicant(s)

Friedlander et al.

Filing Date

Group Art Unit

JP825 U.S. PTO
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U.S. PATENT DOCUMENTS

*EXAMINER INITIAL	REF	DOCUMENT NUMBER	DATE	NAME	CLASS	SUBCLASS	FILING DATE IF APPROPRIATE
		6,142,472	11/2000	Kliebisch			
		6,029,156	2/2000	Lannert et al.			
		5,890,911	4/1999	Griswold et al.			

FOREIGN PATENT DOCUMENTS

	REF	DOCUMENT NUMBER	DATE	COUNTRY	CLASS	SUBCLASS	Translation	
							YES	NO

OTHER DOCUMENTS (Including Author, Title, Date, Pertinent Pages, Etc.)

		Dreimanis, A., "Human Adaptation to a Changing Socio-Economic Environment: transition to the openness," Thirteenth European Meeting on Cybernetics and Systems Research, April 1996.
		Gallivan, M.J., "Reskilling IS Professionals: Individual and Organizational Adaptation to Software Process Innovations," Association of Computing Machinery, 1995, pp. 103-116.

EXAMINER

DATE CONSIDERED

EXAMINER: Initial if citation considered, whether or not citation is in conformance with MPEP Section 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.